



# Prevention of Violence and discrimination through Awareness, Effective Participation and Response to Gender Equality

Presentation

By

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**“Gender equality is more than a goal in itself. It is a precondition for meeting the challenge of reducing poverty, promoting sustainable development and building good governance.”**

*Kofi Annan*

- ▶ Why??
- ▶ For Whom??

- ▶ **World Economic Forum identified 3 areas to reduce poverty-** Growth in income, skills dev. of youth and link them to domestic and global labour market and maximise the use of social safety net
- ▶ Who are the target groups??
- ▶ Youth male & female
- ▶ Disable, elderly, tribal, women and children

▶ Reducing poverty

Population of Bangladesh-162.9 million(2016)  
People living below the poverty line- 31.5 %(2016)  
targeted to reduce poverty 14% in 2020( According to  
Bangladesh Perspective Plan, 2010-2021)( **Male-  
Female%??**)

▶ Sustainable development

Bangladesh has formulated Perspective Plan (2010-2021) and two Five Year Plans (FYPs) associated with this.  
→ **Strategic goal of the Perspective Plan, 2010-2021, mentioned about Promotion of equitable, environment friendly, inclusive and socially sustainable pro-poor accelerated growth; Speeding up of employment keeping in view the gender dimension;**

▶ Good governance

→ **Participation, Rule of law, Transparency, Responsiveness, Consensus oriented, equity & inclusiveness, Effectiveness & Efficiency, Accountability ( UN Economic and Social Commission for the Asia and the Pacific)**

# SDG, Goal-5

- ▶ Women and girls, everywhere, must have equal rights and opportunity, and be able to live free of violence and discrimination.
- ▶ Women's equality and empowerment is one of the 17 Sustainable Development Goals, but also integral to all dimensions of inclusive and sustainable development.

# Gender Equality

- ▶ UNICEF says gender equality "means that women and men, and girls and boys, enjoy the same rights, resources, opportunities and protections. It does not require that girls and boys, or women and men, be the same, or that they be treated exactly alike."
- ▶ Gender equality means that the different behaviour, aspirations and needs of women and men are considered, valued and favoured equally.

# Gender Equity

- ▶ Gender equity means fairness of treatment for women and men, according to their respective needs. This may include equal treatment or treatment that is different but which is considered equivalent in terms of rights, benefits, obligations and opportunities.

# Standards of Gender Equality

- ▶ Life expectancy
  - ▶ Education
  - ▶ Health
  - ▶ Income
  - ▶ Political Participation
  - ▶ Economic Participation
  - ▶ Security
  - ▶ Dignity
  - ▶ Rest and Leisure of women
  - ▶ Equality in decision making
- according to : (HDI, GDI & GEM)



# Human Development Index-2017

- ▶ Life expectancy at birth female -73.3 years male-70.0 years
- ▶ Education, years of schooling, female-5.0 male-5.6
- ▶ Health, adult mortality rate(per 1000, people) female-107, male- 152
- ▶ Gross national income per-capita, female-2,379 and male-4,285
- ▶ Women's Political participation-20.0%( share of seats)
- ▶ Labour force participation(15 years+older), female-43.1 % & male-81.0%

# Unequal and unpaid work of women

- ▶ *CPD and Manusher Jonno Foundation (MJF), jointly conducted a study “How much Women Contribute to the Bangladesh Economy: Results from an Empirical Study,” in 2014.*
- ▶ The study is a part of a campaign titled “Equality through Dignity” which aims to create awareness about women’s contribution to the economy as well as sensitising the media to portray women in a positive way.
- ▶ The study is based on a comprehensive survey of **13,640 individuals** aged 15 years and above. Of them, 8,320 are female and 5,320 are male residing in 5,670 households located in 378 primary sampling units across 64 districts of the country.
- ▶ A man dabbles with unpaid family works for about 2.5 hours daily, a woman was found involved in such works for 7.7 hours a day, around three times higher compared to man
- ▶ Only 3.25% of the employed women are working in the government sector and 8.25% in the private sector in Bangladesh while the rest remain unrecognised.
- ▶ The remaining 89.5% are employed in the informal sector with varying and often unpredictable earning patterns or as it so often happens, work without payment. (A study done by CPD & MJF, 2014)

# Inequality & VAW

49 countries have no laws for protecting women from domestic violence

37 countries exempt rape perpetrators from prosecution if they are married to or subsequently marry the victim

1 in 5 Women and Girls aged 15-49 reportedly experience physical or sexual violence by her intimate partner

47% Women and 6% Men of homicide victim worldwide internationally killed by an intimate partner or family member( Source: UN Women)

1. **Rape**-During January-June, 2017 women raped 280, attempt to rape 39, death after rape 16 and committed suicide after rape 5. (ASK website)
2. **Acid attack**- 32 women attacked with Acid during January-December, 2017 comparing 2 less in last year.(ASK website)
3. **DV**-213 women murdered by their husband during January-December, 2017 comparing to the data during January-December, 2016 is 191 women murdered by their husbands. (ASK website)
4. **Sexual Harassment**- Total 255 women were harassed and 12 women committed suicide.(ASK website)

# Inequality & VAW

## 3. Trafficking-

- ▶ The government lacked a formal mechanism to refer trafficking victims to protective services; authorities rescued 2,621 victims and placed nine in government-operated shelters.
- ▶ Bangladesh was downgraded to the Tier 2 Watch List as its government does not fully meet the minimum standards for the elimination of trafficking, the US State Department said in its [annual report on human trafficking in 2017](#).(USAID)

4. **Child Marriage**-66 per cent of girls are married before the age of 18. Over one third of girls are married before the age of 15. Legally, the minimum age of marriage is 21 for boys and 18 for girls.(UNICEF)

5. **Dowry**- January-December, 2017, 122 women physically tortured, 145 women tortured to death and only 188 case filed(ASK website)

# Inclusiveness and sustainable development

‘Inclusiveness ‘ the quality of including all sections of society’.

**Sustainable development** is the organizing principle for meeting human development goals while at the same time sustaining the ability of natural systems to provide the natural resources and ecosystem services upon which the economy and society depend. The desired result is a state of society where living conditions and resource use continue to meet human needs without undermining the integrity and stability of the natural system and sustainable development can be classified as development that meet the needs of the present without compromising the ability of the future generation.

# Inclusiveness and Sustainable development under SDG

- ▶ Macroeconomic policy questions (including international trade, international financial system and external debt sustainability)
- ▶ Infrastructure development and industrialization.
- ▶ Economic growth and economic development
- ▶ Redistribution as the most effective way to poverty eradication and sustainable development.
- ▶ Tackling inequality was proposed as a theme for a stand-alone SDG and also as an underlying principle for other themes and targets.

The Government of Bangladesh is committed to achieve SDGs through inclusive social and economic development, which would be environmentally sound and resilient to climate change, disasters and other externality like market failure. Bangladesh has prioritised 13 goals from the SDGs and **put emphasis on securing economic growth that is inclusive, reduce poverty and enhanced equity and improve living conditions of the common people.**

The government, NGOs and development actors must redirect their efforts toward the extremely poor through resources transfers, human resources development, healthcare, education and ensure their basic security for food, nutrition, drinking water, sanitation and energy.

In this way poor's potential in growth and inclusive social development could be harnessed effectively.

# Constitution of Bangladesh

Article-11. The Republic shall be a democracy in which fundamental human rights and freedoms and respect for the dignity and worth of the human person shall be guaranteed

Article-15.

(d) the right to social security, that is to say, to public assistance in cases of undeserved want arising from unemployment, illness or disablement, or suffered by widows or orphans or in old age, or in other such cases

Art.19. (1) The State shall endeavour to ensure equality of opportunity to all citizens.

(2) The State shall adopt effective measures to remove social and economic inequality between man and man and to ensure the equitable distribution of wealth among citizens, and of opportunities in order to attain a uniform level of economic development throughout the Republic.

(3) The State shall endeavour to ensure equality of opportunity and participation of women in all spheres of national life.

Art. 27. All citizens are equal before law and are entitled to equal protection of law.

# Some key Laws & Policies

- ▶ **Child Marriage Restraint Act, 2017**
- ▶ **The Rights of Person's with Disabilities, Act, 2016,**
- ▶ **Children's Act, 2013**
- ▶ **Human Trafficking Prevention and Suppression Act, 2012**
- ▶ **Domestic Violence Prevention and Protection Act, 2010**
- ▶ **Right to Information Act, 2009**
- ▶ **Acid Crime Control 2002**
- ▶ **Prevention and Repression of Violence against Women and Children Act, 2000**
- ▶ **Dowry Prohibition Act 1980.**
- ▶ **National Food Policy, 2006**
- ▶ **National Women Development Policy, 2011**
- ▶ **National Children Policy, 2011**
- ▶ **National Health Policy, 2011**
- ▶ **Social Safety Net Scheme, FY 2017-2018**
- ▶ **7<sup>th</sup> 5year Plan, FY 2016-2020**



# 7<sup>th</sup> 5 year Plan, FY 2016-2020

## Health:

- ▶ adequate and stable supply of safe and nutritious food for everyone, especially women and children.
- ▶ Gender and adolescent friendly services together with availability of proper information for the adolescent will be ensured;
- ▶ Promoting delay in marriage and child bearing
- ▶ Provide primary health care services
- ▶ Increase health care services & facilities
- ▶ Increase physical facilities for providing health care services at union to national level
- ▶ Increase Human resources

## Education and Technology-

- Five million children are out school, either because they did not enrol in school or dropped out early, mostly due to poverty
- In higher education, just 40% of the enrolled students are female. The problem is worse at public and private universities, where only 26% of students are female.
- Promote inclusive development, special attention will be given to the disadvantaged groups, women, children and persons with disabilities.
- Greater emphasis is being placed on secondary and higher education, as well as vocational and technical education
- Skill development training for employment and life skills training programme
- Enhance quality of education,
- Facilitate youth empowerment,
- Efficient and transparent public service delivery through the use of ICT.

# 7<sup>th</sup> 5 year Plan

## Social Protection-

Increase public spending on social protection from 2.02% of GDP in FY15 to 2.3% of GDP by FY20.

## Gender :

- Ensure women's advancement
- Reduce discriminatory barriers by taking both developmental and institutional measures.
- Gender equality and
- Women's empowerment by enhancing women's capabilities and access to resources and opportunities
- Address the barriers in structures and institutions
- changing social norms and protecting rights

# 7<sup>th</sup> 5 year Plan, FY 2016-2020

- ▶ **Inclusive DRR with special focus on Gender:** Although women are key contributors to disaster management, policies and programmes are not designed or delivered through an analysis of gender needs. Inclusion of persons with disabilities, children and women is also lacking in the current framework that needs to pay special attention to address vulnerabilities of the most vulnerable sections of communities at risk.

## Skills Development-

- 5 million Bangladeshi workers are working worldwide of which 31% are skilled, 14% are semi-skilled, 2% are professional and 52% are low skilled
- Increase the enrolment in technical education from the existing 8% to 25% within the next 10 years. A target for 40 percent female enrolment in TVET by 2020 has been set
- Stipends and other financial support will be provided to the poor, especially female students, to encourage enrolment, retention and completion.

# International instruments/conventions

- ▶ UDHR
- ▶ CEDAW
- ▶ UNCRC
- ▶ ICESCR
- ▶ ICCPR
- ▶ International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families
- ▶ Convention on the Rights of Persons with Disabilities

# Interventions of GO-NGO

- ▶ Awareness
- ▶ Campaign
- ▶ Day observance(IWD, IMD, WDATIP, Konnya Shishu Dibosh etc)
- ▶ Organise Fair
- ▶ Conference(National, Regional & Global)
- ▶ Training/orientation
- ▶ Capacity development
- ▶ Networking
- ▶ Partnership
- ▶ Minimum standard care & support at SH
- ▶ Advocacy

# Vision, Mission & Core Values of DAM

**Vision:** DAM visualizes a society that foster humanity, spirituality, humility, equality and caring the nature..

**Mission:** DAM provides high quality services towards unity, peace and development of social and spiritual life for the human community in general and for the disadvantaged and suffering humanity, in particular.

**Core values:**

Humanity, Spirituality, Humility, Equality and equity, Caring the nature, Honesty and morality:

# Programmatic Strategy

- ▶ Community capacity building,
- ▶ Institutional capacity building,
- ▶ Policy advocacy and
- ▶ Direct services as four distinct but complementing wings of the strategy.
- ▶ The inter-woven wings of the four stroke strategy will facilitate enhanced accountability and good governance ensuring quality services and access of the citizens to the public services for which they are entitled.

# Institutions/ Offices of DAM

1. Educational Institutions-7
2. Health Institutions-4
3. Economic Development Institutions-6
4. Social Development Institutions-6

## **Global Coverage of DAM-**

- DAM UK
- DAM USA
- DAM Australia
- DAM Canada



# DAM's Population Coverage through Field programs 2016-2017 FY

Total populations: 41,79,878

- ▶ Women-12,66,176,
- ▶ Men-14,91,576,
- ▶ Boy-7,17,946
- ▶ Girl-704,161

Education sector:  
15,91,062

Health: 9,38,662

Economic Development:  
10,54,126

WASH: 3,49,547

Agriculture: 1,18,097

CC& DRR: 63,293

Rights & Governance:  
57,351

TVET: 7,740

# DAM's response to gender equality at local, national & International Level

- ▶ Prioritize & empower female target groups in field programs specially education, health, skills development and entrepreneurship
- ▶ Awarded best practices of female entrepreneur within organisation or by the government
- ▶ Dissemination of best practice of female entrepreneur/change agent through print& electronic media
- ▶ Prioritize DAM's female employee or beneficiaries to represent in GO-NGO committee at union, upazila, district and national level
- ▶ Representation of female youth change maker at international level
- ▶ DAM prioritizes female colleague to represents at national committees on anti-trafficking, anti-tobacco, drug control & rehabilitation, education, climate change & DRR
- ▶ Networking and partnership with GO, NGO, INGO & Private agencies for training & job placement of the women, adolescent and youth
- ▶ DAM is working with local government, local administration, law enforcement agency, doctors, paramedics etc, where access to services created for women, children, adolescent girls, disable, trafficked victim, domestic violence victim etc.

# Policies & Plan for response to Gender Equality within DAM

- ▶ Gender Policy
- ▶ Gender Cell
- ▶ Anti-Harassment Policy
- ▶ Zero tolerance on sexual harassment
- ▶ Developed e-module on anti-harassment and provided training to 1000 employee
- ▶ Gender is the cross cutting issue for program implementation in DAM strategy document 2015-2025
- ▶ Developed Gender Roadmap for mainstreaming gender within the organization
- ▶ Developed Gender Action Plan, 2018-2019

# Practicing GE within the organisation

- ▶ Upgrade potential women employee in senior management
- ▶ Encourage and Integrate women employee in different committees within and outside DAM
- ▶ Women employee represent DAM in abroad
- ▶ Women employee received best performance award competing with men
- ▶ Recruit women in managerial position
- ▶ On going training provided on Gender and anti harassment to men and women employee
- ▶ Improve positive attitude towards women colleagues/seniors/ beneficiaries
- ▶ Increase women friendly environment

# Areas need to address inequality and inclusiveness in Bangladesh Govt. Policies & Plan

- ▶ Below Poverty line population is not disaggregated in the Bangladesh Perspective plan, 2010-2021
- ▶ Lack of authentic data of VAW
- ▶ Lack of disaggregated data of inequality and inclusion
- ▶ Psychosocial & reproductive health specially for adolescents need to address separately
- ▶ Need International market demanding skills development for women and men
- ▶ Need monitoring and evaluation mechanism

# Areas need to address inequality and inclusiveness by DAM

- ▶ Gender Equality need to mention clearly in the Vision, Mission & Strategic document
- ▶ Need to address inequality and inclusiveness in all sector
- ▶ Lack of disaggregated data in addressing gender equality in all sector
- ▶ Increase skills development of women and adolescent girls
- ▶ Need to provide basic education for skill development
- ▶ Increase climate & disaster resilient program
- ▶ Develop resource pool for psycho-social counseling and reproductive health for creating awareness and providing service

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Thank you